

## I. VACANCY LIST

[illegible]

**WMBF**  
**EEO PUBLIC FILE REPORT**  
August 1, 2020 to July 31, 2021

**II. MASTER RECRUITMENT SOURCE LIST (“MRSL”)**

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
1	WMBF Website 918 Frontage Rd. East, Myrtle Beach, SC 29577 <a href="http://www.wmbfnews.com">www.wmbfnews.com</a> 843-839-9623	N	
2	Gray TV <a href="http://www.gray.tv">www.gray.tv</a>	N	9
3	SC Employment Securities Commission, SC Works 1558 West Evans St., Florence, SC 29501 <a href="mailto:hstanton@dew.sc.gov">hstanton@dew.sc.gov</a> 843-669-4271	Y	
4	Employment Securities Commission, SC Works State Employment Services Coastal Workforce Center 200 Victory Lane, Conway, SC 29526 <a href="http://www.sconestop.org">www.sconestop.org</a> 843-234-9675	Y	
5	Employment Securities of North Carolina, NC Works 228 West 5 <sup>th</sup> St., Lumberton, NC 28358 <a href="http://www.ncworks.gov">www.ncworks.gov</a> 910-618-5500	N	
6	University of South Carolina Dept. of Media Arts, Columbia, SC 29508 HANDSHAKE.COM	Y	
7	Claflin University, Dept. of Mass Communications 400 Magnolia St., Orangeburg, SC 29115 HANDSHAKE.COM 803-535-5233	Y	
8	Florida A&M University Division of Journalism, Tallahassee, FL 32307 HANDSHAKE.COM 850-599-3379	Y	
9	Coastal Carolina University PO Box 261954, Hwy. 501, Conway, SC 29526 HANDSHAKE.COM 843-347-3161	Y	

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
10	Coker College 300 East College Ave., Hartsville, SC 29550 HANDSHAKE.COM 843-383-8058	Y	
11	Northwestern College – Iowa HANDSHAKE.COM	Y	
12	University of North Carolina – Asheville HANDSHAKE.COM	Y	
13	University of Georgia HANDSHAKE.COM	N	
14	Urban League – Charleston Maggie Bresnihan, Director PO Box 20249, Charleston, SC 29413 <a href="mailto:maggie.bresnihan@ctul.org">maggie.bresnihan@ctul.org</a> 843-769-8173	N	
15	Urban League – Columbia PO Drawer J, Columbia, SC 29250 <a href="mailto:c.mcdonald@columbiaurbanleague.org">c.mcdonald@columbiaurbanleague.org</a> – removed 11/7/19 <a href="mailto:dimineike15@gmail.com">dimineike15@gmail.com</a> (Dimineike Morton) added 11/7/19 803-799-8150	N	
16	Urban League – Greenville Kim Arnold 15 Regency Hill Dr., Greenville, SC 29607 <a href="mailto:karnold@ulus1.org">karnold@ulus1.org</a> <a href="mailto:urbanleagueinfo@ulus1.org">urbanleagueinfo@ulus1.org</a>	N	
17	Illinois Center for Broadcasting Francesca Muller, Career Services Director 455 Eisenhower Lane South, Ste. 200 Lombard, IL 60148 (Lombard Campus) <a href="mailto:fmuller@beonair.com">fmuller@beonair.com</a> 216-930-4339	N	
18	Ohio / Illinois Centers for Broadcasting Janice Hardy, National Director of Placement 9000 Sweet Valley Dr., Valley View, OH 44125 <a href="mailto:jhardy@beonair.com">jhardy@beonair.com</a> 216-447-9117	N	

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
19	North Greenville University PO Box 1892, Tigerville, SC 29688 <a href="mailto:lisa.snyder@ngu.edu">lisa.snyder@ngu.edu</a> <a href="mailto:linwood.hagin@ngu.edu">linwood.hagin@ngu.edu</a> (removed 9/12/19) <a href="mailto:shur.Gopal@ngu.edu">shur.Gopal@ngu.edu</a> <a href="mailto:stuart.floyd@ngu.edu">stuart.floyd@ngu.edu</a> (added 9/12/19) 864-977-7669	N	
20	Black College Radio Television/Internet Organization Lo Jelks, BCR Chair National Association of Black College Broadcasters PO Box 3191, Atlanta, GA 30202 <a href="mailto:bcrmail@aol.com">bcrmail@aol.com</a> 404-523-6136	N	
21	Collective Talent, Michael Bille <a href="mailto:bille@michaelsmedia.com">bille@michaelsmedia.com</a> <a href="http://www.collectivetalent.com">www.collectivetalent.com</a> 813-254-9695	N	
22	Savannah State University Student Leadership & Development Mr. Shaunce Riley, Career Services Savannah, GA 31404 <a href="mailto:RileyS@SavannahState.edu">RileyS@SavannahState.edu</a> 912-358-3128	N	
23	Winthrop University, Dept. of Mass Communications Mark Nortz, Instructor, Rock Hill, SC 29733 <a href="mailto:nortzm@winthrop.edu">nortzm@winthrop.edu</a> 803-323-4529	N	
24	SC State University, Career Center Services Joseph Thomas, Placement Director Orangeburg, SC 29117 <a href="mailto:Zthoma21@scsu.edu">Zthoma21@scsu.edu</a> 803-536-8577	N	
25	Trident Technical College Randy Grimes, Media Arts, Production Faculty PO Box 118067, Charleston, SC 29423 <a href="mailto:Randy.grimes@tridenttech.edu">Randy.grimes@tridenttech.edu</a> 843-574-6344	N	
26	Tri-County Technical College, Dept. Head Radio&TV PO Box 587, Pendleton, SC 29670 <a href="mailto:Jwoodso1@tctc.edu">Jwoodso1@tctc.edu</a> 864-646-8361	N	

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
27	Morris College Career Placement Center 100 West College St., Sumter, SC 29150 <a href="mailto:gwright@morris.edu">gwright@morris.edu</a> – removed 11/7/19 <a href="mailto:careerservices@morris.edu">careerservices@morris.edu</a> – added 11/7/19 803-934-3200	N	
28	Midlands Technical College Janet Walker, Student Employment Services PO Box 2408, Columbia, SC 29202 <a href="mailto:walkerj@midlandstech.edu">walkerj@midlandstech.edu</a> <a href="mailto:jobpost@midlandstech.edu">jobpost@midlandstech.edu</a> <a href="http://www.midlandstech.edu/ses">www.midlandstech.edu/ses</a>	N	
29	Horry Georgetown Technical College 2050 Hwy. 501 East, Conway, SC 29526 <a href="http://www.collegecentral.com/hgtc">www.collegecentral.com/hgtc</a>	N	
30	Florence Darlington Technical College 2715 West Lucas St., Florence, SC 29506 <a href="http://www.collegecentral.com/fdtc">www.collegecentral.com/fdtc</a> 843-661-8196	N	
31	Francis Marion University Dept. of Mass Comm./David Baxley, Asst. Professor PO Box 100547, Florence, SC 29501 <a href="mailto:dbaxley@fmarion.edu">dbaxley@fmarion.edu</a> removed 11/13/19 843-661-1561 HANDSHAKE.COM added 11/13/19	N	
32	Clemson University, Communication Center, Rm.83 PO Box 345607, Clemson, SC 29634 Career.clemson.edu/clemsonjoblink 864-656-2160	N	
33	Carolina School of Broadcasting 3435 Performance Rd., Charlotte, NC 28214 <a href="http://www.csbradiotv.edu/career-center">www.csbradiotv.edu/career-center</a> 704-395-9272	N	
34	TVJobs Broadcast Employment Services <a href="http://www.tvjobs.com">www.tvjobs.com</a> 760-754-8177	N	
35	SC Association of Broadcasters One Harbison Way, Ste. 112, Columbia, SC 29212 <a href="http://www.scba.net">www.scba.net</a> 803-732-1186	N	

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
36	NATAS <a href="http://jobbank.emmyonline.org">http://jobbank.emmyonline.org</a>	<b>N</b>	
37	Indeed.com (SCRAPPED) <a href="http://www.indeed.com">www.indeed.com</a>	<b>N</b>	8
38	WMBF On-Air PROMO Jessica Blazer, WMBF Programming Coordinator	<b>N</b>	
39	Medialine Broadcast Employment ( <b>NEWS</b> Only) <a href="mailto:medialine@medialine.com">medialine@medialine.com</a> 800-237-8073	<b>N</b>	
40	602 Communications ( <b>MARKETING</b> Only) Sandy Lizik <a href="mailto:slizik@602communications.com">slizik@602communications.com</a> <a href="http://www.602communications.com">www.602communications.com</a> 919-217-4438	<b>N</b>	
41	WMBF Internal Referral 918 Frontage Rd. East, Myrtle Beach, SC 29577	<b>N</b>	9
42	Gray Sister Station	<b>N</b>	5
43	Misc. External Referral / Market Referral	<b>N</b>	9
44	Walk-In / Phone-In / Personal Inquiry	<b>N</b>	
45	Ohio Media School – Cleveland Campus Lynda Leciejewski, Career Services Rep. 9885 Rockside Rd., Valley View, OH 44125 <a href="mailto:lleciejewski@beonair.com">lleciejewski@beonair.com</a>	<b>Y</b>	
<b>TOTAL INTERVIEWEES OVER REPORTING PERIOD</b>			<b>40</b>

**WMBF**  
**EEO PUBLIC FILE REPORT**  
**August 1, 2020 to July 31, 2021**

**III. RECRUITMENT INITIATIVES**

	<b>Type Of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description Of Activity</b>
<b>1</b>	<b>JOB FAIRS</b>	<ol style="list-style-type: none"><li>1. On 10/15/2020, WMBF participated in the Francis Marion University Fall 2020 Virtual Career Fair. Participants included the News Director.</li><li>2. On October 28-29, 2020, WMBF participated in the Horry Georgetown Technical College Fall 2020 Virtual Career Fair. Participants included the News Director.</li><li>3. On 2/10/2021, WMBF participated in the University of Georgia Recruiting Spring 2021 Virtual Career Day for the College of Journalism and Mass Communication. Participants included the News Director.</li><li>4. On 3/24/2021, WMBF participated in the Francis Marion University Spring 2021 Virtual Career Fair. Participants included the News Director.</li></ol>
<b>2</b>	<b>Participate in Events Sponsored by Community Organizations</b>	<ol style="list-style-type: none"><li>1. The 2020 Investigative / Reporters &amp; Editors (IRE) Virtual Conference, held on September 21-25, 2020, was attended by a WMBF Investigative Reporter/MMJ, to promote knowledge in the broadcast industry.</li></ol>
<b>3</b>	<b>EEO Management Training</b>	<ol style="list-style-type: none"><li>1. On July 9 – August 4, 2020, WMBF GM participated in “Foundations in Diversity, Equity and Inclusion”, a Gray 2020 Training Initiative offered by Adaway Consulting/Wiley Law, a program developed for Gray Television.</li><li>2. On November 19, 2020, WMBF Office Manager participated in a Webinar “The FCC’s Equal Employment Opportunity Rules: A Webinar for Gray Television Stations” offered by Joan Stewart with Wiley Law.</li></ol>

<b>4</b>	<b>Participate in Events Sponsored by an Educational Organization</b>	<ol style="list-style-type: none"> <li>On October 29, 2020, the WMBF Weather Team participated in a Virtual Weather Lesson, for North Myrtle Beach Elementary, focusing on Severe Weather Patterns, How to Prepare, the Tools Used and How to Track Severe Weather.</li> </ol>
<b>5</b>	<b>Broadcasting of Outreach Recruitment to Local Organizations regarding Job Openings</b>	<p>WMBF airs the below Promo, recruiting Organizations, who would like to receive our Job Openings:</p> <p>“WMBF, a Gray Television station, is committed to a broad applicant recruiting Outreach Program, in our continuing effort to represent our diverse community. As part of this effort, we encourage qualified Community Organizations, to become part of our full-time job opportunity notification mailing list. If your Organization is interested in becoming part of this list, and you distribute job information or can provide referrals as part of your regular activity, we would like to hear from you. We would then notify you of each full-time opening and ask you to refer individuals to us for consideration. Send your request to:”</p> <p>Station Personnel Involved: Office Manager/EEOC Coordinator Traffic Coordinator</p>
<b>6</b>	<b>Training Programs</b>	<p>On September 23, 2020 and September 25, 2020, WMBF News Staff participated in Poynter News Training Webinars covering Practical Tools for Sound Election Coverage &amp; 2020 Election Issues, sponsored by the State Broadcasters Association.</p> <p>In October &amp; December 2020, also in January 2021, WMBF participated in a Virtual Advanced AE Training Course. Three AE’s participated.</p>